LABOR CATEGORIES AND FULLY BURDENED LABOR RATES

CLIN	Labor Category	On-site Hourly Rate	Off-site Hourly Rate
009a	Technical Project Manager		
009b	System Architect		
009c	Requirements Lead		
009d	Application Software Integrator		
009e	Program Manager		
009f	Administrative Project Manager		
009g	Task Leader		
009h	Senior II Computer Scientist/Systems Analyst		
009i	Senior Certified Computer Scientist/Systems Analyst		
009j	Senior Computer Scientist/Systems Analyst		
009k	Intermediate II Computer Scientist/Systems Analyst		
009l	Intermediate I Computer Scientist/Systems Analyst		
009m	Associate Computer Scientist/Systems Analyst		
009n	Senior II Information Technology Analyst		
009o	Senior Certified Information Technology Analyst		
009p	Senior Information Technology Analyst		
009q	Intermediate II Technology Analyst		
009r	Intermediate Information Technology Analyst		
009s	Associate Information Technology Analyst		
009t	Senior II Technical Writer		
009u	Senior Certified Technical Writer		
009v	Senior Technical Writer		
009w	Intermediate II Technical Writer		
009x	Intermediate Technical Writer		
009y	Associate Technical Writer		
009z	Senior II Business/Financial/Management Analyst		
009aa	Senior Certified Business/Financial/Management Analyst		
009ab	Senior Business/Financial/Management Analyst		
009ac	Intermediate II Business/Financial/Management Analyst		
009ad	Intermediate Business/Financial/Management Analyst		
009ae	Associate Business/Financial/Management Analyst		

Technical Project Manager
The Technical Project Manager provides normal project management functions including technical leadership, quality assurance and decision oriented recommendations.

Qualifications:

1. Degree in information systems, business systems, management information systems, IT management, or other IT degree is required. (Engineering, math, and science degrees are acceptable substitute degrees.)

1. For Technical Project Manager category, Project Management Professional (PMP) or equivalent project or program management certification is required.

2. A minimum of 10 relevant years experience

3. A minimum of seven years experience managing technology projects of similar (or greater) size, scope, and complexity including

    a. 3 years experience managing BPMS projects of similar (or greater) size, scope, and complexity **and**
    b. 3 years experience with interface implementations of similar (or greater) size, scope, and complexity

System Architect
Provides information technology expertise required to facilitate the analysis, design, development, administration, database, testing, operations, system and user support for server systems, website, LAN, and IT related systems functions.

1. Degree in information systems, business systems, management information systems, IT management, or other IT degree is required. (Engineering, math, and science degrees are acceptable substitute degrees.)

2. A minimum of 15 relevant years of relevant experience including:
    a. A minimum of ten years experience in solution development projects of similar size, scope and complexity, (or greater) including creating and implementing moderately to highly complex architecture designs.
    b. Minimum experience as listed below with the following technologies in projects of similar (or greater) size, scope, and complexity (experience may overlap):

      i.   5 years – Implementing BPMS,
     ii.   2 years – Developing and implementing interfaces with financial management systems
   iii.   5 years – Implementing interfaces in a SOA environment using WebLogic

Requirements Lead

The management analyst provides business management functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes.

1. A 4-year course of study leading to a bachelor's degree with a major in any field that included or was supplemented by; at least 24 semester hours in any combination of the following fields: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management is required.

2. A minimum of three years of relevant experience including:
   a. A minimum of one year federal acquisition knowledge/experience
   b. A minimum of two years of experience using BPMS, and proposed technologies to develop requirements for acquisition systems

Application Software Integrator

Provides information technology expertise required to facilitate the analysis, design, development, administration, database, testing, operations, system and user support for server systems, website, LAN, and IT related systems functions.

1. Information systems, business systems, management information systems, IT Management, other IT degrees are required.
2. Engineering, math, and science degrees are acceptable substitute degrees.
3. Senior (required degree + 8 relevant years)
4. A minimum of five years experience with
    a. Application integration for projects of similar size, scope, and complexity (or greater) including BPMS and financial management systems;
    b. Integration/SOA platforms, WebLogic
    c. Integrating custom development and commercial software packages

Description: Management covers program and project management functions. The Program Manager is the most senior of the series and has responsibility for more than one project or has responsibility for a very large project. The Technical Project Manager provides normal project management functions including technical leadership, quality assurance and decision oriented recommendations. The Administrative Project Manager covers contracts and situations that require no technical leadership and provides status, progress reporting while providing an administrative connection between onsite contractor staff and a contractor's home office.

Qualifications:
1. In the project management categories, the educational requirement is identical to the non-support series in the functional area.

2. The Project Control Analyst experience must be relevant to project control. The experience must be similar or identical to the following: project schedule, project plan, critical path and dependency analysis, resource allocation, baseline management, status monitoring, and related project management activities.

3. For the Program Manager, and Technical Project Manager categories, Project Management Professional (PMP) or equivalent project or program management certification is required.

Program Manager (required degree + 15 relevant years)
Technical Project Manager (required degree + 10 relevant years)

Administrative Project Manager (required degree + 10 relevant years)
Task Leader (required degree + 5 relevant years)

Computer Scientist/Systems Analyst series
Description: This series provides computer engineering and computer systems analysis under ES computer science and software engineering under CSD and CSS. The major difference between the domains is typically the real time, safety critical, safety of flight orientation of the ES domain and the administrative systems domain of CSD and CSS. These domains are related within the FAA and do overlap. For clarity, a computer scientist working in ES domains primarily focus on physical multiple sensor and communications systems, real time and safety of flight while the software engineer working in CSS would focus on database related workflow or administrative system.

Qualifications: Engineering, math, and science degrees are required.

When supporting tasks that are Information Technology Systems Architecture, Enterprise

Architecture, or Network Analysis/Design/Test, for the Senior and Senior with Special Certification Levels, any combination of degree, certification and relevant experience will be considered if the relevant experience requirement is satisfied.

Senior II (required degree + 15 relevant years)
Senior Special Certification (required degree + certification + 10 relevant years)
Senior (required degree + 8 relevant years)
Intermediate II (required degree + 5 relevant years)
Intermediate I (required degree + 3 relevant years)
Associate (required degree + 1 relevant year)

Information Technology Analyst series
Description: This series provides information technology services in facilities planning, operations and support; storage systems analysis, design/test, and administration; server system analysis, design/test and administration; database analysis, design/test, administration; website analysis, design/test, and administration; web application analysis, design/test and administration; LAN analysis, design/test and administration; user support planning, operations and administration; and related IT systems functions.

Qualifications: Information systems, business systems, management information systems, IT Management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.

Senior II (required degree + 15 relevant years)
Senior Special Certification (required degree + certification + 10 relevant years)
Senior (required degree + 8 relevant years)
Intermediate II (required degree + 5 relevant years)
Intermediate (required degree + 3 relevant years)
Associate (required degree + 1 relevant year)

Technical Writer
Description: This series provides support to read and analyze highly technical materials and to create presentations of that information. This may be specifications, drawings, user manuals, presentations, reports, or training documents. The series is intended for use on NAS systems under ES and on IT systems under CSD.

Qualifications: The educational requirement is identical to the non-support series in the functional area. When supporting tasks that fall within the scope of ES, the degree and experience requirement is identical to the Scientist/Engineer/Analyst or the Computer Scientist/Systems Analyst. When supporting tasks that fall within the scope of CSD, the degree and experience requirement is identical to the Computer Scientist/Systems Analyst. In the Technical Writer categories for the Senior and Senior with Special Certification Levels, any combination of degree, certification and relevant experience will be considered if the relevant experience requirement is satisfied.

Senior II (required degree + 15 relevant years)
Senior Special Certification (required degree + certification + 10 relevant years)
Senior (required degree + 8 relevant years)
Intermediate II (required degree + 5 relevant years)
Intermediate I (required degree + 3 relevant years)
Associate (required degree + 1 relevant year)

Business/Financial/Management/Analyst series

Description: The business/financial/management/analyst series is focused on the coordination, accounting, planning and administration functions. The management analyst provides business management functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes.

Qualifications: A 4-year course of study leading to a bachelor's degree with a major in any field that included or was supplemented by; at least 24 semester hours in any combination of the following fields: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management is required.

Senior II (required degree + 15 relevant years)
Senior Special Certification (required degree + certification + 10 relevant years)
Senior (required degree + 8 relevant years)
Intermediate II (required degree + 5 relevant years)
Intermediate I (required degree + 3 relevant years)
Associate (required degree + 1 relevant year)

Training/Training Material Specialist series

Description: The training and documentation series appear only in D&T. These are specialist in creating and delivering training documentation. These are specialist in education, in teaching, and in creating structured lesson plans and formal training programs. These are not the technical experts who generate the more technical portion of the documents. They are covered in ES and CSD.

Qualifications: Training Material Specialist labor categories, education, English, journalism, history, or political science degrees are required.

In the Trainer/Training Material Specialist labor categories for the Senior and Senior with Special Certification Levels, any combination of degree, certification and relevant experience will be considered if the relevant experience requirement is satisfied.

Senior II (required degree + 15 relevant years)
Senior Special Certification (required degree + certification + 10 relevant years)
Senior (required degree + 8 relevant years)

Intermediate II (required degree + 5 relevant years)
Intermediate I (required degree + 3 relevant years)
Associate (required degree + 1 relevant year)

Allowable Substitutions:

1. A Master's degree in an appropriate discipline will be considered equivalent to two (2) years of relevant experience. A doctoral or Ph.D. degree in an appropriate discipline will be considered equivalent to four (4) years of relevant experience.

2. Eight (8) years of relevant experience over and above the minimum experience requirements for the position will be considered equivalent to a Bachelor's degree.

3. Four (4) years of relevant experience over and above the minimum experience requirements for the position will be considered equivalent to an Associate's degree.

4. Six (6) years of relevant experience over and above the minimum experience requirements for the position will be considered equivalent to a Bachelor's degree, when combined with a certification equivalent to Project Management Professional(PMP), Information Technology Infrastructure Library (ITIL) Expert, Information Technology Infrastructure Library (ITIL) Master, Certified Information Systems Security professional (CISSP), Cisco Certified Architect (CCA), Cisco Certified Internetwork Expert (CCIE), Cisco Certified Network Professional (CCNP), Microsoft Certified Architect(MCA), Microsoft Certified Master(MCM), Microsoft Certified IT Professional (MCITP), Microsoft Certified Professional Developer (MCPD), MCSD, or Certified Professional Contract Manager (CPCM).

5. Three (3) years of relevant experience over and above the minimum experience requirements for the position will be considered equivalent to an Associate's degree, when combined with a certification equivalent to Project Management Professional(PMP), Information Technology Infrastructure Library (ITIL) Expert, Information Technology Infrastructure Library (ITIL) Master, Certified Information Systems Security professional (CISSP), Cisco Certified Architect (CCA), Cisco Certified Internetwork Expert (CCIE), Cisco Certified Network Professional (CCNP), Microsoft Certified Architect(MCA), Microsoft Certified Master(MCM), Microsoft Certified IT Professional (MCITP), Microsoft Certified Professional Developer (MCPD), MCSD, or Certified Professional Contract Manager (CPCM).

6. In the support labor categories, an appropriate Bachelors' degree will be considered equivalent to two (2) years of general experience. In the support labor categories, an appropriate Associate's degree will be considered equivalent to one (1) year of general experience.

7. An accredited bachelor's or Master's degree not listed or not considered equivalent will be counted as one (1) year of relevant experience; an accredited Ph.D. degree not listed or not considered equivalent will be counted as (2) two years of relevant experience.

8. Relevant experience is experience directly reflecting the work, task or project being evaluated. The nature of the activities, analyses and work products must be very similar or identical to those of the intended project.

9. General experience is any experience.

10. Certification is official recognition of professional level expertise. Certification is official recognition by a trade association, industry organization, an industry or trade governance organization, an educational institution, a government agency or department, or a large corporation with a market dominant product. Certification denotes an advanced level of specific expertise commensurate with advanced educational degrees. Certification may result from work experience, education, training or a combination of these.